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PROFESSIONAL SELECTION PANEL

Tentative Statement of Selection Criteria Bearing On
Suitability for Career Service in CIA

The Professional Selection Panel was instructed by the CIA Career Service Board to give priority to the "formulation of criteria concerning over-all suitability to work in CIA on a career basis".

There are set forth below certain basic qualities which are to be sought in applicants and trial-service employees. Under each quality are listed one or more questions which are among those the Panel would attempt to answer in an effort to decide whether the individual applicant was possessed of the desired quality. The questions are intended to guide the Panel and are in no way suggested as questions to be put to the applicant. These criteria do not, of course, take into account technical qualifications to fill a specific position.

ETHICAL ADJUSTMENT

1. INTEGRITY

Would lack of supervision, inspection or review lower his standard of performance?

Can he be expected to remain honest to himself and to others?

2. MORALITY

Can he maintain high moral standards for his personal conduct?

Could he, in the national interest, engage in activities which conflict with those standards?

3. FAITHFULNESS

Will he loyally support a course of action which has been officially determined even though he may disagree?

Would he secretly try to undermine a policy adopted by his superiors while outwardly supporting it?

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PSYCHOLOGICAL ADJUSTMENT

4. OBJECTIVITY

Can he reach logical conclusions despite personal bias?

5. ADAPTABILITY

Can he and does he willingly conform to new job requirements?

Can he adjust to trying working conditions?

6. ANONYMITY

Does he recognize and accept the fact that public notice is incompatible with a career in CIA?

Does he feel compelled to call attention to himself and to his work?

7. ACCEPTANCE OF DISCIPLINE

Can he relinquish independence of action in the interest of organizational integrity and control?

8. EMOTIONAL CONTROL

Can he maintain effectiveness despite heavy demands, unusual stresses or disturbing working conditions?

INTELLECTUAL READINESS

9. CAREER DESIRE

Are his reasons sound for seeking an intelligence career in CIA?

Is he willing to give the job and the Agency a fair trial?

10. DISCRETION

Has he an appreciation of the need for discretion, and possibly for dissembling, in the handling of official information?

- 2 -

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PERSONAL READINESS

11. ECONOMIC PREPAREDNESS

Can he accept the limitations of a Government salary?

12. FREEDOM OF ACTION

To what extent will family, economic, religious, political, moral or other personal considerations interfere with his freedom of action?

SOCIAL ADJUSTMENT

13. SENSE OF PERSONAL PROPORTION

Does he take himself too seriously?

Can he laugh at himself?

14. SOCIAL ACCEPTABILITY

Is he a person with whom you would like to work closely?

Would you welcome him as a guest in your home?

15. COOPERATION

Does he establish congenial and friendly relationships with others?

Can he work effectively as a member of a team?

PRODUCTIVE CAPACITY

16. INDUSTRY

Is he capable of sustained hard work?

17. EFFECTIVE INTELLIGENCE

Is he capable of resourcefulness and ingenuity in planning and carrying out activities?

- 3 -

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Can he make decisions effectively?

Can he learn and remember detailed knowledge?

Can he express himself adequately (communicate ideas)?

Can he effectively use the services and abilities of other people?

18. VISION

Can he think and act imaginatively?

- 4 -

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